

# **FLEET SUPPORT COMMUNITY**

**NPS BRIEF**

**April 1999**

# Introduction

---

- Your community
- Career development
- Success as a Fleet Support Officer
- Promotion & FITREPs
- Assignment process
- Current detailing considerations
- Joint tours/policies
- Personal responsibilities

# Fleet Support Future

## What's really happening?

- Dialog with CNP and CNO
- Navy-wide infrastructure reductions
  - and conversion of functions
- FSOs offer unique expertise/skills required by the fleet of the future
- Current strategies for success still apply
  - SEW/CRYPTO merger--a dead issue

# Fleet Support Mission

Support fleet and joint operations through management of the fleet support establishment and development of highly specialized technical and analytical capabilities.

# Logistics Support Types of Billets

Port Ops officer planner	Ops Logistics
Law enforcement/ Transportation officer	Ops Research
Security officer analyst	Military Sealift
BQ Manager officer	Shipping controller Mobilization
Brig officer	
Base/Station Admin Planner	
Comptroller	NAVSTA/SIMA XO

# SEW

## Types of Billets

Comm. officer

ADP Systems officer

Satellite Watch officer    SEW afloat

Resource sponsor

Combat Systems officer

Information Systems officer

JMCIS officer

J6/N6 Staff officer

Requirements analyst

Orbital analyst

afloat

Program manager

LAN manager

Combat Systems Officer

GCCS Officer

# MPT

## Types of Billets

Recruiting  
Officer  
(EPO/OPO/Recruiter)  
Officer

MEPS Ops Officer  
Officer

N1/J1 Staff Officer

Manpower Analyst

Manning Control Authority  
Planner

Manpower Policy Planner

Education/Training

Placement

Curriculum

Staff

Strength

PSD OIC

# Subspecialties by Core Comp.

## MPT core competency:

- 33 Manpower Systems Analysis
- 37 Education and Training Management
- 42 Operations Analysis
- 31 Financial Management

## LOG core competency:

- 31 Financial Management
- 35 Transportation Management
- 42 Operations Analysis
- 43 Operations Logistics
- 34 Shore Station Management

## SEW core competency:

- 45 Command and Control
- 55 Electronic Engineering
- 76 Space Systems Operations
- 46 Information Warfare
- 77 Space Systems Engineering
- 89 Information Technology Mgmt
- 91 Computer Science

# Principal Assignment

- Expands opportunities
- Includes, but not exclusive to, traditional CO/XO tours
- Positions require screened officers
- Scope, autonomy, and responsibility are comparable to traditional CO/XO tours
- Successful completion prepares officer for next career milestone (e.g. O-5 PA prepares one for major command)

- # Principal Assignment
- Combined board held in December
  - Consistent with core comp. development
  - 3 looks over 3 successive years
  - Looks begin 1 year prior to selection for 05 and year of selection for 04
  - Overall opportunity varies depending on PA billet availability
    - % screened by look: 50 / 30 / 20 (05 PA)  
30 / 50 / 20 (04 PA)
  - Lateral transfers are included with their selection

# What Does It Take to Be Successful?

## Core competency skills

- Become the Navy's expert
  - Increasing breadth & depth of experience

## Leadership and management skills

- Become the epitome of a Naval officer

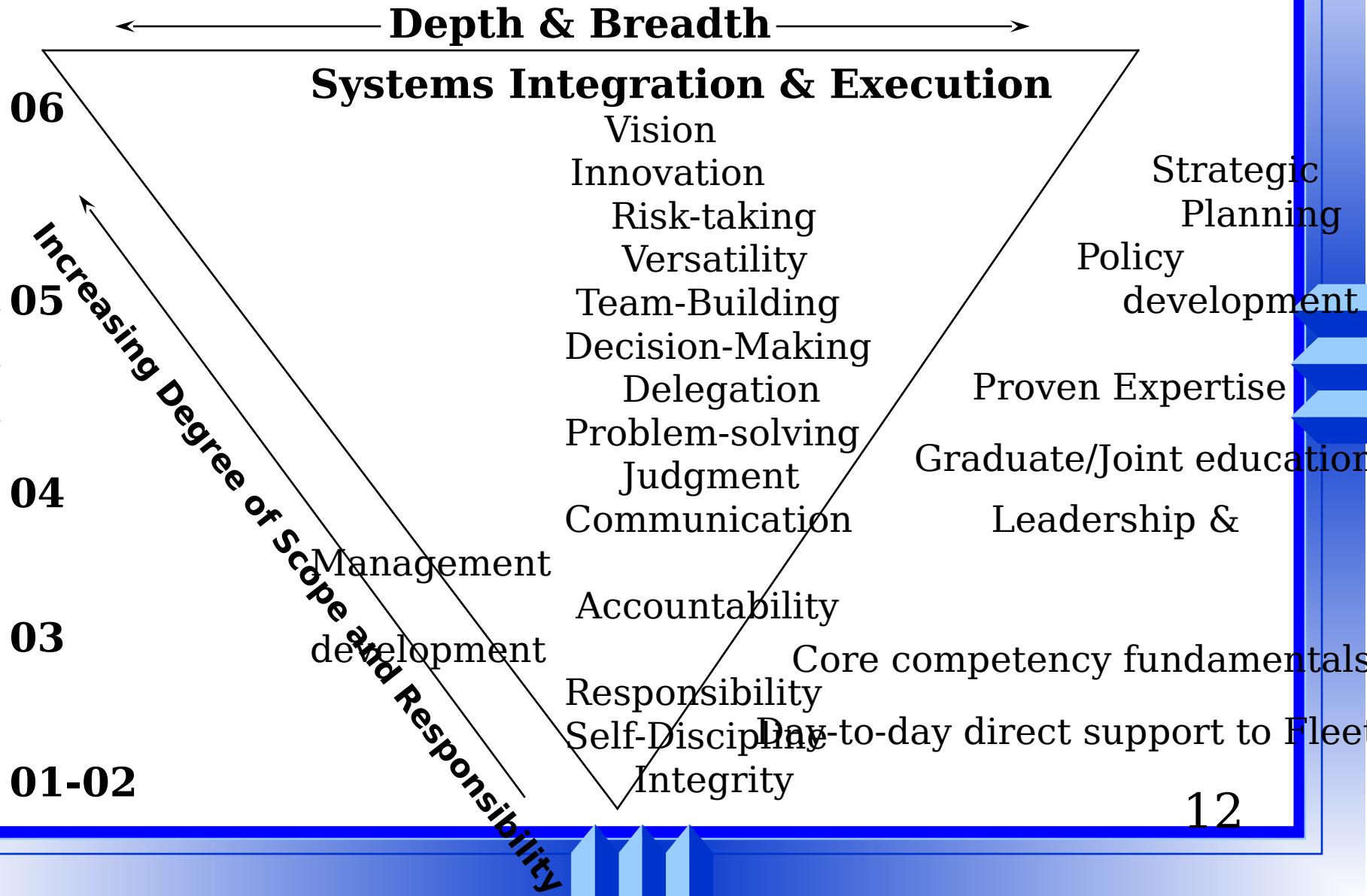
## Personal characteristics

- Integrity, initiative, hard work, judgment

## Analytical abilities

- Graduate/continuing education

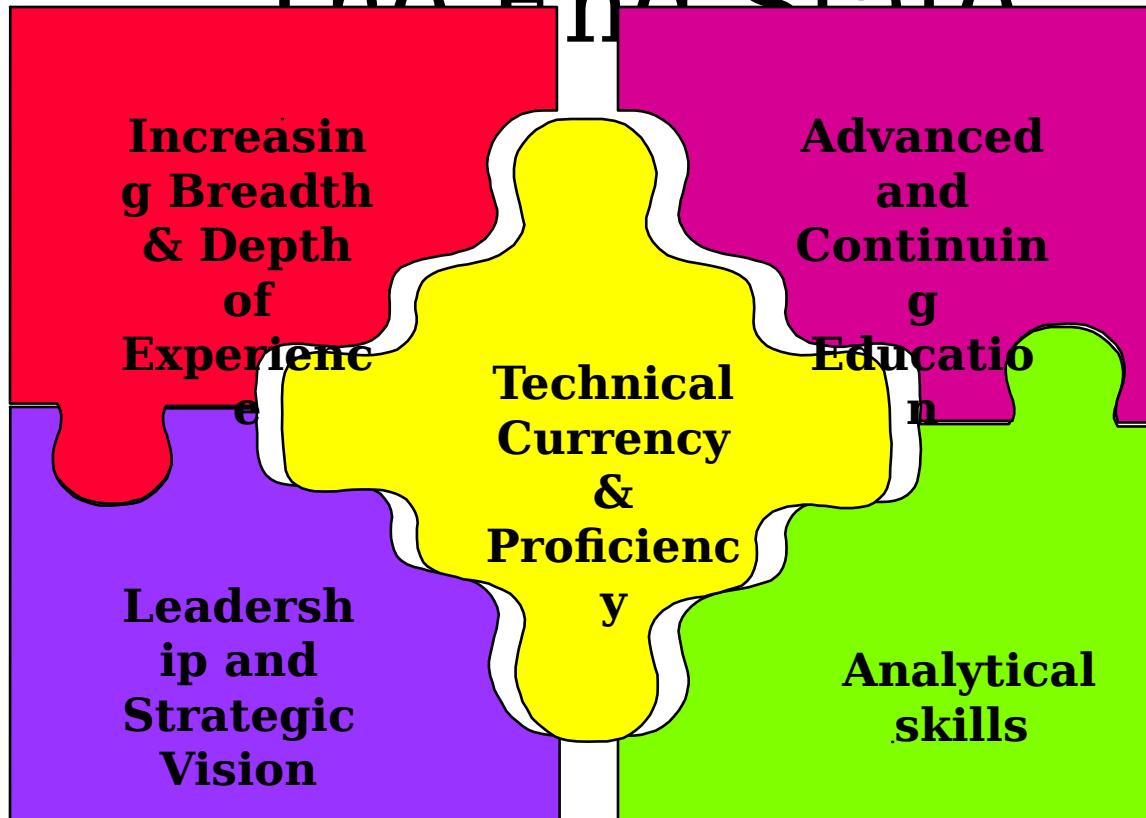
# Professional Development





# Senior Fleet Support Professional

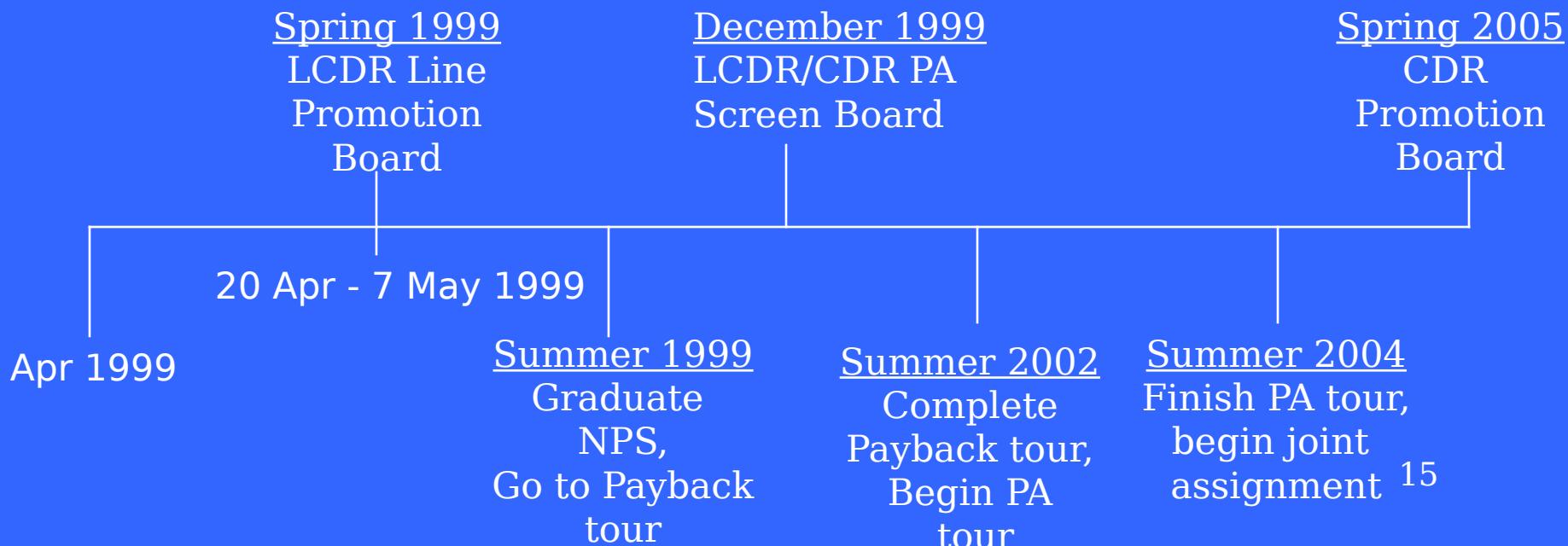
## The End State



*... integration of professional factors to create the Expert*

# Developing Your Long Term Plan

- Develop and maintain a plan
- Outline your professional/personal goals
  - What will you invest?
  - What are your limitations?
- Use in discussion with detailers, reporting senior, m



# Promotion zones for Fleet Support

---

**Captain:**    **Senior in zone - 00801465**  
**Junior in zone - 00821625**  
**Junior below - 00841395**

**CDR:**        **Senior in zone - 02494835**  
**Junior in zone - 02523495**  
**Junior below - 02564120**

**LCDR:**      **Senior in zone - 08092945**  
**Junior in zone - 08149385**  
**Junior below - 08241650**

# Promotion Plan

	<u>Opportunity</u>	In	<u>Expected Zone</u>	
CAPT	50%	39	20	
CDR	60%	79	47	
LCDR	70%	75	52	

Promotions planning is tied to billet requirements  
and projected vacancies

# Process Behind Promotion Planning

---

LCDR requirements	200
Projected losses	52
Projected vacancies	52
Expected eligibles	$Y \times 70\% = 52$
	$Y=75$

# Fitness Report System

## WHAT'S IMPORTANT?

- Your input
- Full and specific job description in block 29
- Consistency between trait grades and write-ups
  - Accomplishment specific
  - Quantitative where possible
- Next milestone recommendation
- Officer's average as compared to reporting section average
- Promotion recommendation
- Performance comparisons, rankings, & other now permitted

# Understanding the PSR

- Individual's trait average
  - Average of your trait grades for this report only
- Summary group trait average
  - Everyone with whom you are compared for a particular period (same rank/designator/promotion status/etc.)

Reporting senior's cumulative average

- Every officer in the same paygrade regardless of designator or duty status (line or staff, active or reserve) that the reporting senior has reported on in the last 5 years

# Assignment Process

INDIVIDUAL'S  
NEEDS

COMMAND'S  
REQUIREMENTS

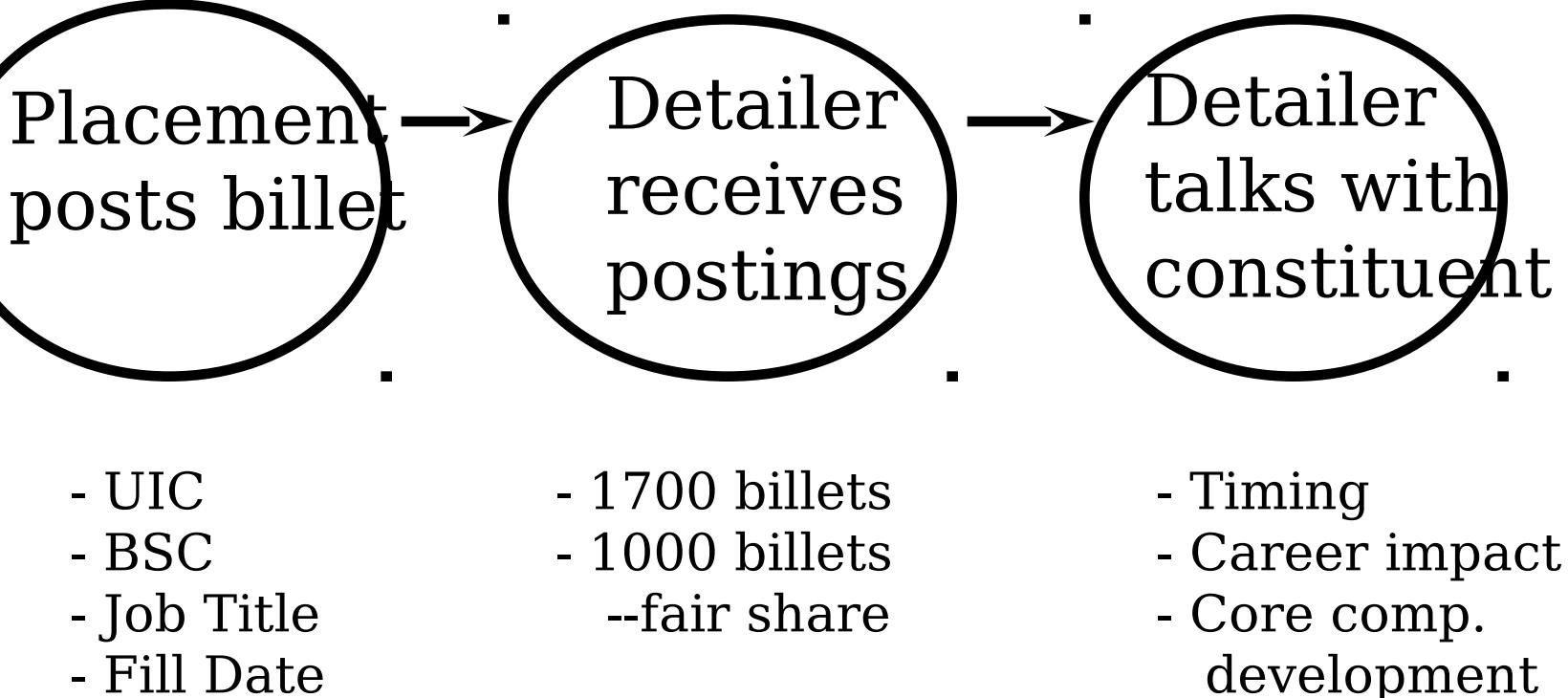
**Needs of the Navy**

**Detailer**

**Place**

Checks and  
Balances

# Detailing Process



# Current Detailing Considerations

1700 billet base is on-line

- The Navy counts on us to fill these!

Limited PCS funds are a reality now & in the future

- Move only at PRD
- Voluntary extensions favorably considered where appropriate
- Involuntary extensions may occur

Billets vs. Bodies

- More billets than people
- Short 161 LTs for 03 billets

# NPS OBLISERVE

- 3 additional years for the first year
- Month for month after the first year

Examples:

A. 24 mth curriculum:                     $1\text{yr} = 3 \text{ yrs}$

$$\underline{1\text{yr} = 1 \text{ yr}}$$

payback is:                                 $4 \text{ yrs}$

B. 24 mth curriculum:                     $1\text{yr} = 3$   
yrs

3 mth refresher:

$1\text{yr} = 1$

• WAIVERS ARE NOT APPROVED  
 $\frac{1}{24}$

27 mths

$3\text{mths} = 3$

# Co-location

Applies to military spouses only

Potential difficulties

- PCS funds
- Available core competency billet
- CO/XO tours
- Joint/specialty utilization
- Service schools
- Contact relief requirements

Detailers work hard to make it happen

# Joint Tours

- Joint tours are applicable in every core component
- Required by law for promotion to Flag for most communities
- It's smart to work and train the way we go to war (i.e. unified commands, JTFs)
- It's cost effective to combine efforts (i.e. MEDEVAC)

# Joint Tour Lengths

- Closely monitored: 3 years in CONUS and most overseas locations
- SECDEF waivers considered for:
  - Command billets
  - Humanitarian requests
  - Two month detailing window
- Waiver approval based on overall service compliance
  - Long process with no guarantees
- Navy statistics maintained; must comply

# JPME

## JPME Phase I (04 & 05)

### Junior class

- Navy: Newport, RI  
Mar, Aug, Nov
- MC: Quantico, VA  
Aug
- Army: FT Leavenworth, KS  
June
- Air Force: Montgomery, AL  
Aug

## Senior class (05 & 06)

- Navy: Newport, RI  
Mar, Aug, Nov
- Army: Carlisle, Pa  
July

## JPME Phase I and II Combined (05 & 06)

- Industrial College of the Armed Forces  
Aug
- National War College  
Aug

## JPME Phase II

- Armed Forces Staff College  
Norfolk, VA (12 weeks)  
Jan, Apr, Jul

# Personal Responsibilities

Understand the expectations of your profession

Establish your personal and professional goals

Accept responsibility for your decisions

• Be flexible - plan ahead - share with your shipmates

Find out what you need to do to:

- Keep your record up-to-date

- Ensure subspecialties are awarded

Commit yourself to developing expertise and leadership skills over your entire career

Continue your education

Communicate with your detailer - understand limitations

**Understand Needs of the Navy**

# Your Detailing Shop

## NPC-4419

CAPT (SEL) Lofink: CAPT/CDR  
email - p4419@persnet.navy.mil

CDR Dubuque: LCDR, XO slating  
email - p4419a@persnet.navy.mil

LT Williams: ENS - LT  
email - p4419b@persnet.navy.mil

901-874-4054      DSN: 882      FAX: -267

# Assignment Process

INDIVIDUAL'S  
NEEDS

COMMAND'S  
REQUIREMENTS

**Needs of the Navy**

**Detailer**

**Place**

Checks and  
Balances